DECLARATION AND POWER OF ATTORNEY

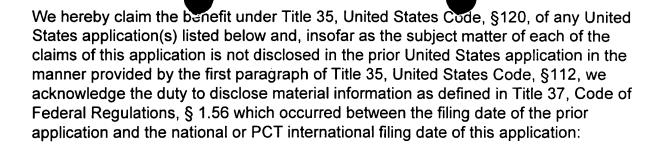
As the below named inventors, We hereby declare that:

Our residences, post office addresses and citizenship are as stated below next to our names respectively.

We believe that we are the original, first and only inventors of the subject matter which is claimed and for which a patent is sought on the invention entitled:

EMPLOYMENT RECRUITING SYSTEM

the specifica	ation of which		
[X]	Application Serial No	as (if applicable)	
•		ed and understand the conte claim(s), as amended by any	
	•	information which is materia Title 37, Code of Federal Re	
119 of any for have also id	oreign application(s) for p entified below any foreign	fits under Title 35, United Sta atent or inventor's certificate application for patent or inve application on which priority	listed below and entor's certificate
Prior Foreig	n Application(s)		Priority Claimed
(Number)	(Country)	(Day/Month/Year Filed)	[] Yes [] No
(Number)	(Country)	(Day/Month/Year Filed)	[] Yes [] No
,	claim the benefit under 35 s) listed below.	U.S.C. § 119(e) of any Unite	ed States provisional
(A	pplication Serial No.)	(Filing	Date)



(Application Serial No.)	(Filing Date)	Patented	Pending (Status)	Abandoned
		Patented	Pending	Abandoned
(Application Serial	(Filing Date)		(Status)	

We hereby appoint Jacob E. Vilhauer, Jr., Reg. No. 24,885, Charles D. McClung, Reg. No. 26,568, Dennis E. Stenzel, Reg. No. 28,763, Donald B. Haslett, Reg. No. 28,855, William O. Geny, Reg. No. 27,444, J. Peter Staples, Reg. No. 30,690, Kevin L. Russell, Reg. No. 38,292, Bruce W. DeKock, Reg. No. 40,585, Nancy J. Moriarty, Reg. No. 40,733, and Timothy A. Long, Reg. No. 28,876, all of the firm of Chernoff, Vilhauer, McClung & Stenzel, LLP, 1600 ODS Tower, 601 SW Second Avenue, Portland, Oregon 97204, telephone number 503-227-5631, my attorneys, jointly and individually, to prosecute this application and to transact all business in the Patent and Trademark Office connected therewith.

We hereby declare that all statements made herein of our own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001

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of Title 18 of the United States Code and that such willful faise statements may jeopardize the validity of the application or any patent issued thereon.

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